

S.I.G.N. FOR MINISTRY SURVEY

Name: _____ Date: _____

- √ The **Skill-Set** that you have mastered over the years
- √ The **Ministry Interests** you desire to work in and be apart of
- √ The **Spiritual Gifts** that the Holy Spirit has supernatural given you
- √ The **Functional Niche** you are passionate about

1. Skill Set Survey

Your skill set is the abilities that you have learned over time, whether informally through education or informally through life experiences. While you may be aware of your abilities, there are quite a few of abilities you have that you may not realize. This is why you need some process to help you identify your skills.

Your skill set is not restricted to be used only in the environments of your school, work or hobbies; they are needed very much in ministry as well. And the abilities that make up your skill set are not a few. National studies have proven that the average person possesses from five hundred to seven hundred different skills

Thinking back over your whole life so far, make a list of your accomplishments you did in your home, school and or work. These accomplishments are things you enjoyed. They are things you did you believe you did well in. Remember you are recalling things you completed, not pleasant experiences you had.

BAD EXAMPLE: Had a great vacation

GOOD EXAMPLE: Took some stunning photos during my vacation

List of Accomplishments in my Life so far:

Look over your list of accomplishments. Circle all the verbs that denote action performed, while doing each achievement. Compare these verbs with the list below and check those abilities you feel you have. ***Of the ones you have checked off please indicate the top three abilities you are best at.***

26 Specialized Abilities:

- Entertaining ability:*** to perform, act, dance, speak, magic
- Recruiting ability:*** to enlist and motive people to get involved
- Interview ability:*** to discover what others are really like
- Researching ability:*** to read, gather information, collect data
- Artistic ability:*** to conceptualize, picture, draw, paint, photograph, or make renderings
- Graphics ability:*** to lay out, design, create visual displays or banners
- Evaluating ability:*** to analyze data and draw conclusions
- Planning ability:*** to strategize, design and organize programs and events

- Managing ability:** to supervise people to accomplish a task or event and coordinate the details involved
- Counseling ability:** to listen, encourage and guide with sensitivity
- Teaching ability:** to explain, train, demonstrate, tutor
- Writing ability:** to write articles, letters, books
- Editing ability:** to proofread or rewrite
- Promoting ability:** to advertise or promote events and activities
- Repairing ability:** to fix, restore, maintain
- Feeding ability:** to create meals for large or small groups
- Recall ability:** to remember or recall names and faces
- Mechanical operating ability:** to operate equipment, tools or machinery
- Resourceful ability:** to search out and find inexpensive materials or resources needed
- Counting ability:** to work with numbers, data or money
- Classifying ability:** to systematize and file books, data, records and materials so they can be retrieved easily
- Public Relations ability:** to handle complaints and unhappy customers with care and courtesy
- Welcoming ability:** to convey warmth, develop rapport, making others feel comfortable
- Composing ability:** to write music or lyrics
- Landscaping ability:** to do gardening and work with plants
- Decorating ability:** to beautify a setting for a special event

2. Ministry Interest Survey

What ministry might God be leading you into? Please put a check by the EGC ministry you are interested in or would like to be involved. **Also, for each ministry team, rate from 0 to 4 the amount of passion you have for doing the ministry:**

- 0 -- No passion
- 1 -- Little passion
- 2 -- Moderate passion
- 3 -- Considerable passion
- 4 -- Strong passion

a. **Outreach Team** -- 0 1 2 3 4 (circle one)

- Food Bank Ministry
- Big Outreach Events
- Marketing (Newsletter/Bulletins/Posters/Tracks)
- Website
- Oversea Missions
- Special Services (Weddings, Funerals, Baby Christening, Baptisms)

b. **Front Door Team** -- 0 1 2 3 4 (circle one)

- Parking Attendants
- Greeters
- Runners/Shuttlers (taking first time visitors on tours)
- Visitors Table

c. **Arts & Technology Team** -- 0 1 2 3 4 (circle one)

- Creative Team (Décor, lighting, sound, video, announcements, drama, dance)
- Sound Audio Team
- Lighting Team
- Camera Crew
- Video Production Crew
- LDC Projection/Computer Team
- Product Team (creating audio and video products)

d. *Worship Team* -- 0 1 2 3 4 (circle one)

- Song Leaders
- Moderators
- Musicians
- Choir

e. *Follow Up Team* -- 0 1 2 3 4 (circle one)

- Altar Call Team
- Visitation/Telecare Team
- Follow Up Support Team
- Letter/Email Writers

f. *Small Groups Team* -- 0 1 2 3 4 (circle one)

- Life Group Leader
- Alpha Group Leader
- Small Group Coach

g. *Children's Ministry Team* -- 0 1 2 3 4 (circle one)

- Nursery and Preschoolers
- 6-8 year old Class
- 7-12 year old Class
- Snacks Coordinator

h. *Church Officers Team* -- 0 1 2 3 4 (circle one)

- Finance (accounting/budgeting)
- Treasurer (ministry requisitions)
- Trustees/Board of Directors
- Clerk (Secretary, filing of records and accounts)
- Usher (Offering Collections)
- Counter Team

3. Spiritual Gifts Survey

Spiritual Gifts: Your Job Description from God by Owen C. Weston, Ph. D.

The following exercise provides opportunity for you to respond to 105 statements about your interest in, and experience of, spiritual gifts. Do not respond on the basis of what you think you ought to say. Rather, respond on the basis of your interest and your experience. Do not let modesty hinder you from answering honestly about your abilities.

Rate each statement from 0 to 4 based upon your interest and experience. If a statement is not relevant to your experience, answer it by asking a zero (0) in the proper place. Mark a four (4) to indicate a strong tendency.

- 0 -- Not at all
- 1 -- Little
- 2 -- Moderately
- 3 -- Considerably
- 4 -- Strongly

The Gifts Discovery Instrument is a tool, not a final revelation. It is a means to an end, and the end is ministry i.e. the building up the body of Christ. The goal of this Instrument is for people to realize their potential in Christ as it relates to building God's Kingdom.

Use the answer sheet (Appendix II) to complete all 105 statements. Then add the five scores across each row, and enter the totals in the appropriate column. Using the results from the answer sheet and the answer key, enter the gifts with the three highest scores on the dominant section of the personal evaluation. Then enter the next three highest scoring gifts onto the subordinate section. This is the tentative evaluation of where your gifts may lie.

Spiritual Gifts Survey Questions:

1. I have a desire to commit my life to planting and establishing churches and/or Christian organizations.
2. I have a call from God to give my life full-time to provide spiritual direction to the church and staff out of concern for God's standards.
3. I desire to give my life to winning the unconverted.
4. I desire a position to equip and train a particularly group of Christians for the work of the ministry.

5. I tend to be systematic and orderly in studying and presenting truths.
6. I have a sense of what God wants to say to people in response to particular situations.
7. I enjoy devoting considerable time to learning new biblical truths in order to communicate them clearly to others.
8. I tend to see a person's potential, and I have a strong desire to urge people to their full spiritual maturity.
9. I enjoy helping others get their work done, and don't need a lot of public recognition.
10. When I make a financial contribution, I desire to share in the life and ministry for which my gift is given.
11. I tend to think futuristically, and organize and plan accordingly.
12. I am attracted to people who are hurting or in distress.
13. I have shared insights of spiritual truth, which others say helped bring them closer to God.
14. God enables me to make appropriate application of biblical truth to practical situations
15. IN specific cases God has given me assurance that He would do what seemed unlikely.
16. I have had supernatural insight into the spiritual realm.
17. God has used me to intervene in the ordinary course of nature and see a supernatural consequence.
18. People seek me out to pray for their healing.
19. I speak forth words of the Lord that build up the community of believers with exhortation, edification, and comfort.
20. I have spoken in tongues, as word from the Lord, expecting it to be interpreted.
21. I have interpreted tongues which edified, exhorted, comforted the body of Christ.
22. I have a burden and vision for the Universal Church, not just the local church.
23. I have a strong vision for what God wants to do, and I speak about it to people in all levels of leadership.
24. I enjoy talking about the Lord Jesus to those who do not know Him, and I share the Gospel in a clear meaningful way to unbelievers.

25. I enjoy assuming responsibility for the spiritual growth and maturity of a particular group of Christians.
26. I have a great love for the Word of God, and I desire to teach it accurately.
27. I sometimes feel I know exactly what God wants to do at a specific point in time.
28. I enjoy presenting truth in a logical, systematic way.
29. I love to do personal counseling.
30. I tend not to care or notice how menial or unpopular a job is. To me it is an act of worship and ministry.
31. I give cheerfully and liberally, often above what is expected.
32. I am able to organize ideas, tasks, people, and time effectively.
33. I have a particular concern for the needs of people, especially spiritually.
34. I have known facts about people or situations, which were not learned through the efforts of the natural mind.
35. I have shared spiritual insights on how a given situation, prophecy, or word of knowledge can be applied to a specific situation.
36. I often discern, with extraordinary confidence, the will and purposes of God for the future of His work.
37. I have discerned, with a high degree of assurance, when a person is being afflicted by demonic spirits.
38. I often experience specific instances where my prayers result in miracles.
39. I enjoy prayer for the sick and others needing healing.
40. People have told me that I have communicated timely and urgent message which must have come directly from the Lord.
41. I strongly desire to speak in tongues as a sign to the unbeliever.
42. When a person speaks in tongues, I get an idea about what God is saying.
43. I have experienced extraordinary authority in general leadership over a church, churches, or Christian organizations.
44. I see the need for godly emphasis in programs, stressing in leadership the moral duty to be a good role model, bringing conviction and challenge by my speech and life.
45. I enjoy training God's people how to proclaim the good news of salvation.

46. I have a deep concern for disciplining individuals by watching over, guiding, and nurturing them.
47. I desire to teach other teachers valid methods of study, and how to communicate truth to others.
48. I tend to see things as black or white, true or false, or good or evil.
49. I love to validate truth by intensive research, and enjoy in-depth study and research.
50. I am able to identify with all kinds of people in order to gain a wider acceptance.
51. I often tend to sense when others need a helping hand, and give it readily.
52. I have a strong conviction that all I have belongs to God, and I want to be a good steward of His resources.
53. I have a sense for delegating task to the right people at the right time.
54. I want to help people have right relationships with one another.
55. The Holy Spirit enables me to reveal to individuals or groups their specific needs.
56. I have received understanding from God about the best way to handle a situation or problem.
57. I sense moments when a “prayer of faith” is needed, and many times I am given that “prayer of faith” to pray.
58. I often sense when angels are present.
59. God has used me personally to perform supernatural signs and wonders.
60. God often uses me to bring healing to someone’s body.
61. Through God I have revealed specific things from His point of view, producing liberty to those who receive it.
62. I have spoken in an unknown language, not previously learned.
63. I have interpreted a message someone spoken in an unknown language, not previously known to me.
64. I desire to prepare and appoint other ministries that bring divine order and direction to God’s house.
65. I am open to the Lord to experience personal brokenness and repentance, and to point the whole church in that way, so that God may be glorified.
66. I have a deep burden for the lost.

67. I take great delight in restoring people who wander from the right path.
68. I feel a life-calling to teach and help equip people for service.
69. My basis for what I believe to be true is founded solely on biblical truth.
70. I have a tendency to draw applications and illustrations from biblical sources rather than non-biblical ones.
71. I help those eager to follow steps of action to live victoriously.
72. I sense great satisfaction from helping others.
73. I desire to make wise purchases and investments in order to provide more resources for the Lord.
74. I tend to assume responsibility when no structured leadership exist, and then begin to organize and plan.
75. I seem to have an extraordinary compassion for those who are in need.
76. God has given me spiritual insight which strengthened peoples faith while I was teaching or giving instruction.
77. I have received spiritual insight about the person and work of the Lord Jesus Christ, and I share how a specific scripture, teaching, or revelation gives greater understanding.
78. I am viewed as a “dreamer” because of my positive attitude and strong faith in God.
79. I often perceive when someone is acting under the influence of a holy spirit, a human spirit, or an evil spirit.
80. I enjoy reading about the miracles of Jesus and others throughout history, and desire to experience them today.
81. I have compassion on those who suffer, and desire to be an instrument of God’s healing.
82. I speak forth words that give clarity to truth that has already been given.
83. I have a desire to hear God speak to the Church through tongues.
84. I have a great desire to interpret what God speaks to the church through tongues.
85. I like to form teams that will work with me.
86. It is evident in my life that beside the gift of prophecy, other revelation gifts such as: Discerning of Spirits, Word of Wisdom, or the Word of Knowledge are activated in my life so that I am recognized as a leader in the church.

87. I desire to preach the Gospel, and be used in leading many people to the Lord.
88. I would enjoy relating to a certain group of people over a long period of time, sharing personally in their successes and their failures.
89. I see people looking to me to clarify sound doctrine.
90. I tend to perceive things directly, from within my spirit. I can't always give an explanation of how I know; some might call it intuitive.
91. I am concerned that the truth be presented in its complete context and am disturbed when scripture is used out of context.
92. I love to recommend precise steps of actions which aid personal growth.
93. I enjoy serving people, knowing that I am a blessing to them and the Lord.
94. I enjoy giving to meet needs, without pressure of appeals, whether my giving is public knowledge or not.
95. I usually desire to start a new challenge, when a previous task is completed.
96. I tend to lack firmness with people unless I can see how it will benefit them.
97. At times the Holy Spirit enables me to declare truth totally beyond my natural capacity or experience to strengthen the body of Christ.
98. I often sense a keen awareness of how to pray or respond to particular needs.
99. I tend to have a great and unswerving trust in God and His promises.
100. I observe the Spirit of God resting on certain people from time to time.
101. I have great interest in the supernatural and God's almighty, miraculous power.
102. I often sense a need for healing in someone and sense the faith to be healed.
103. I tend to speak for those things I believe in a bold, direct and persuasive manner.
104. I have noticed that when I speak in tongues, as a message from the Lord to the body of Christ, it is different from my private prayer language.
105. When I interpret someone speaking in tongues, as a message from the Lord to the body of Christ, I sense the message comes from beyond my own human mind.

Spiritual Gift Discovery Answer Sheet

Key	Spiritual Gifts	Types of Gifts & References	
A	Apostolic Leadership (Office)	Office Gifts (Ephesians 4:11-12)	
B	Prophetic Leadership (Office)		
C	Evangelistic Leadership (Office)		
D	Pastoral Leadership (Office)		
E	Teacher Leadership (Office)		
F	Prophecy (Functional)	Functional Gifts (Romans 12:6-8)	
G	Teacher (Functional)		
H	Encouragement (Functional)		
I	Helps/Service (Functional)		
J	Giving (Functional)		
K	Administration (Functional)		
L	Showing Mercy (Functional)		
M	Word of Knowledge (Manifestation)		Manifestation Gifts (1 Corinthians 12:8-10)
N	Word of Wisdom (Manifestation)		
O	Faith (Manifestation)		
P	Discerning of Spirits (Manifestation)		
Q	Miracles (Manifestation)		
R	Healing (Manifestation)		
S	Prophecy (Manifestation)		
T	Tongues (Manifestation)		
U	Interpretation (Manifestation)		

Dominant Spiritual Gifts (three highest scores):

- 1.
- 2.
- 3.

Subordinate Spiritual Gifts (next three highest scores):

- 1.
- 2.
- 3.

4. Functional Niche (Passion)

This niche is the direction of your heart. It is the common motivational thread that shows up in all the things you do. These are the functions you perform best and most happy when you do them. Select the ones that would apply to what you love to do.

Of the ones you have checked off please indicate the top three functions you love to do the most:

- Research:** research, observe, investigate, study, perceive, sense, measure, test, inspect, examine
- Analysis:** analyze, compare, extract, correlate, derive, evaluate, differentiate, identify
- Interpretation:** interpret, explain, understand, portray, advise
- Problem Solving:** solve, trouble-shoot, improve, critique, re-direct, redesign, restructure
- Systematizing:** systematize, coordinate, organize, develop procedures
- Planning:** plan long-term, plan short-term, forecast, strategize, set goals
- Management:** manage, supervise, control, direct, budget, administer, delegate
- Leadership:** lead, show the way, govern, inspire, motivate, assert, decide, advise
- Decision-making:** decide, judge, select, decide under pressure, arbitrate
- Follow-through:** persist, persevere, show tenacity, tie up all loose ends, bring to closure
- Mentoring:** mentor, teach, coach, counsel constructively, help others to grow professionally and personally
- Innovative:** innovate, invent, change, develop, devise, break with convention
- Imagination:** imagine, visualize, conceptualize, fantasize

- Vision:** ask “what if?” or “why not?” then act to find the answer; “see” the future clearly
- Synthesis:** synthesize, adapt, bring together with imagination
- Artistry:** create, draw, sketch, sculpt, perform with originality
- Sympathy:** console, help others, be friendly and attentive
- Empathy:** empathize, understand needs/feelings of others, relate to issues/concerns of others
- Listening:** listen actively, understand the message others are delivering
- Written:** Presentation write clearly, concisely and effectively; eye for grammatical errors; editorial ability
- Verbal Presentation:** speak clearly, concisely and effectively; use the spoken word to get results
- Persuasion:** persuade, convince, influence, overcome opposition, sell
- Negotiation:** negotiate, mediate, intervene, resolve differences, arbitrate
- Initiative:** take the initiative, be among the first to do or try
- Flexibility:** be flexible, adapt easily to change, be “politically” aware
- Team Player:** work well with a team, be a team player when necessary
- Assembly:** assemble, build, prepare, fabricate, rebuild, fashion
- Installing:** install, fit, tailor, customize, test
- Operating:** operate, run, maintain, fix, set up

Appendix I - S.I.G.N. FOR MINISTRY

(Summary Sheet)

Name: _____ **Date:** _____

A. Skill Set (Top Three)

- 1.
- 2.
- 3.

B. Ministry Interest (Top Three)

- 1.
- 2.
- 3.

C. Spiritual Gifts (Top Three)

- 1.
- 2.
- 3.

D. Functional Niche (Top Three)

- 1.
- 2.
- 3.

Appendix II - Spiritual Gifts Discovery Answer Sheet

Name: _____ Date: _____

Answers					Total	Key
1 _____	22 _____	43 _____	64 _____	85 _____	_____	A
2 _____	23 _____	44 _____	65 _____	86 _____	_____	B
3 _____	24 _____	45 _____	66 _____	87 _____	_____	C
4 _____	25 _____	46 _____	67 _____	88 _____	_____	D
5 _____	26 _____	47 _____	68 _____	89 _____	_____	E
6 _____	27 _____	48 _____	69 _____	90 _____	_____	F
7 _____	28 _____	49 _____	70 _____	91 _____	_____	G
8 _____	29 _____	50 _____	71 _____	92 _____	_____	H
9 _____	30 _____	51 _____	72 _____	93 _____	_____	I
10 _____	31 _____	52 _____	73 _____	94 _____	_____	J
11 _____	32 _____	53 _____	74 _____	95 _____	_____	K
12 _____	33 _____	54 _____	75 _____	96 _____	_____	L
13 _____	34 _____	55 _____	76 _____	97 _____	_____	M
14 _____	35 _____	56 _____	77 _____	98 _____	_____	N
15 _____	36 _____	57 _____	78 _____	99 _____	_____	O
16 _____	37 _____	58 _____	79 _____	100 _____	_____	P
17 _____	38 _____	59 _____	80 _____	101 _____	_____	Q
18 _____	39 _____	60 _____	81 _____	102 _____	_____	R
19 _____	40 _____	61 _____	82 _____	103 _____	_____	S
20 _____	41 _____	62 _____	83 _____	104 _____	_____	T
21 _____	42 _____	63 _____	84 _____	105 _____	_____	U